

Exhibit 9

Non-Responsive

Policy - DA's protocol, revise policies that are inconsistent
RMS - develop policy that defines the B. department requirements for record keeping this includes acquiring utilizing a records management software system

Training - Provide training on new/revised policies/protocols including the DA protocol
- Insure that all policies are consistent with
- Develop

Supervision

Non-Responsive

Policy

- ~~DA~~ DA Protocol - complete
- Records Management
- Consistent policy w/ state & federal law
- ~~Accountability~~
- Internal Affairs investigations

Training

- DA Protocol
- Records Management
- Update policy & procedures (all policies)
- Investigation Best Practices for Victims & suspect
- Process for closing cases (consistent & in conjunction w/ DA's office)

Leadership

- ~~DA~~ Hire and develop leaders that are committed to policy, training and accountability and transparency in investigating sexual assault
- Fund facilities and Family Justice Center resources that allow for victim friendly interview rooms
- Fund adequate staff/Adquits recommend and fund staffing that supports the work load (including pay and positions)

(16)

6/1/22

Non-Responsive

Debbie Dunn

Left CID - Kevin Peters

Ash chief about position -

- what to
talk to him
before promote -

Scott Pratt

6/2/22

(17)

- 1) Billy Church
- 2) Jenkins (Scottie)
- 3) Kevin Peters
↓ badly →

{ Brett
Jenkins
Feb

investigation Feb 2021 - reprimand 2021

David Smith -

Adams -

Car could not call Debbie.

Chief - How old person waste work from

home?

Protest at Parn ship > his down ballistic
helmet

Non-Responsive

(86) 7/19/22

Non-Responsive

7/20/22 Dayle - (Daigle) - Law Group - Conn
Jack Ryan -
No more than 3 weeks
Federal Law Enforcement Training Center
Jacob Richards Brunswick
GA
Talk w/ them
Todd Solest - FBI
Jeff Blanta - Public Safety ETSU
Col
- Botelho
FBI -
Natrullo

7/19/22 (87)

- Come forward
- We want to help you.
- Need you

• Family Justice Center

Comm on Accreditation Law Enforcement
Agencies - National Association
of Police Chiefs

- Whistle Blower Law Suit
- 3rd party Investigator
- Process for handling complaints
- 2 agencies - Not subst

Whistle - Questions - Victims
Inventory

(88) 7/20/22

- Whistleblower

- Hundreds of rape victims

- Sen Williams

Third party review - officers
involved show -

Concern from victims - could have
be - serve our vict

20%

Gerry Caldwell -

7/21/22 (89)

Major concern -

1 - lack of transparency

- Updates -

- suspend w/out pay - w/pay

Victims

Goal

Out in the open

See face - address air grievance

let them tell me

One or two listening sessions

- Aggravate

- listen

now -

25 to -

Non-Responsive

(92)

7/26/22

2010

Consultant operational firm

Address and rectify

DOJ. Consent Decree -

Oakland
Partners

Time frame -

organizational studies

1) policies

2) training

3) Actually do

industry/legal
policy, state law
& methodology

Mayor

Failure/successes

(Eric Daigle)

make recommendations

[municipal liability]

(accreditation)

(industry)

(rights of victims)

(kits)

(medical trial)

42 USC 1933

Moral liability - policy,

pattern of practice

took serious enough 7/26/22 (93)

Risk →

Better for us to find out on problem
MODEL

University - level of annual cases

One DOT - Misomi - Federal oversight

Mison - Monitoring team - federal judge

- reasonable # of investigate or random -
± 5% success rate

ford

meat

stul 10

133 rape

15 sodm

15 sexual

325

June 2018

police needs
consistent
same way
inconsistent

{ District
Attorney

2-4 months manage expectations

- 1) Data analysis and review (look cold)
- 2) Interview
- 3) report writing
- 4) Presentation - team
- 5) Assist Dept > Technical Assistant

monthly basis

End of
this
year

(94)

7/26/22

- Scope of agreement -
- attorney/client privilege
from attorney's office
law firm to law firm

Non-disclosure agreement

Summary slides
(Digital)

Case management
access into systems]

H - Remote desktop - VPN into the

Computer
TBI - State crime statistics -
worked for TBI
(independent new info)
\$50,000

Non-Responsive

Ball, Cathy

From: French, Ann Marie
Sent: Thursday, August 4, 2022 1:47 PM
Subject: NEWS RELEASE: City retains law firm to conduct special investigation
Attachments: Firm hired for investigation.docx

Aug. 4, 2022
For immediate release

- Contact Dir
- 3 step
- Report back

CONTACT: Cathy Ball, city manager
423.434.6002

City retains law firm to conduct special investigation

The City of Johnson City has entered into a contract with Connecticut-based Daigle Law Group to conduct an independent investigation of the Johnson City Police Department's handling of sexual assault cases. Daigle Law Group is a leading law firm specializing in management consulting services in support and development of effective and constitutional policing practices.

Led by Attorney Eric Daigle, the investigation will consist of three initial phases to determine if acts, policies, and practices of the Johnson City Police Department and/or its officers are consistent with acceptable practice in law enforcement. The first phase, which is currently under way, consists of reviewing sexual assault incident reports dating back to January 2018. Daigle will have access to all sexual assault reports from the past 4 and half years to determine how they were handled as compared to national standards set by the Commission on Accreditation for Law Enforcement Agencies (CALEA) as well as the District Attorney's Office and the JCPD's general orders. Daigle will interview Police personnel, victims and others as needed before developing a complete report of findings. The process is subject to modification as the investigation unfolds.

"I'm pleased that we were able to secure the services of a national expert on these matters, and we are committed to trusting their methods, process and recommendations," said City Manager Cathy Ball.

Daigle anticipates that the investigation will take five to six months to complete. The City will provide updates at the conclusion of each phase of the investigation.

###

Federal / state that declined

- truly independent 3rd party
 - Nationally known for expertise in this subject matter
 - We spoke to state & federal agencies and they declined.
- Firm not local / no connections

12/15/22

NR

82

Daigle - Not at the end of
phase I
- Not all info

Come here - concluding file reviews
condensed interviews
DA - new protocol

Non-Responsive

12/27/22

(94)

Check in w/ Chief Bell

- Let me know about investigation *

- Staffing

- Psychologists > for staff

- Resolution for coverage } 2 years
Conflicts →

* \$8,000 per person per year

* Asked him for costs associated

Monday 2/3/23

< Fairmont

Building - \$5M \$3M

Check in w/ Chief Turner

- Debbie B.

- 19 Officers down >

- 3 people >

12/28/22

(95)

D.A. Victims of Violent
SANE nurses

- Grant for dept & sheriff's
office

→ 3 years no match

Dept - Hot spots - PART 1 crimes
down town

- license
- pile cases
- overtime money

- Grant >

Closed -

IACP

Present to DA

New guidelines from DA -
stringent set of guidelines
from Finney.

(Star)
(Ben) *

12/28/22 (96)

- Cases that he could not find. - Taped interview
- More thorough documentation
- Close case out

Interview Rooms - Not the most cordial interviews.

After some.

- Sunny about report - ask for more documents.

Dashe

★ Put into play before the report is finalized.

Training

★ Improve - Remedies
implement - Call

Non-Responsive

Non-Responsive

- ① Training - (person)
- ② Policies & Procedures
 - ⓐ interview room & p
 - ⓑ close out procedures
 - ⓒ search warrants
- ③ Record Keeping - RMS - Digital
- ④ Staffing levels
- ⑤ Working → task force - staffing committee
employee working

Family Justice Cen

Non-Responsive

(12) 1/20/23

Don't trust each other
Andy Hodges
He will lie on affidavits

Younis
McKens
Shoppard

{ 2 people at the same time -
lie on affidavits

CIT Training

Ashed to go to Patrol - honest with

Didn't like the way was talked ^{him} to him.

No trust
Sit on desk
Don't make decisions
No interaction

Le Gault
Givens (Trans)

- Treatment of victims
- Case interviewed - way a victim
was treated -
integrate her - sent home
Victim ended up homeless
She was lying - sent in hospital
interview

Kevin

Why didn't you run
Don't talk to us
Hotel Room for 2 days

Closed out
didn't believe
was

1/20/23

(13)

Baby - Dec 23 - 2021

unresponsive Rayland Died Dec 26
Dec 27 asked to view autopsy

How about suffering → brain and up
Never asked if she was okay - needed anything
Needed help ⇒ never witnessed anyone else
(going to be yourself)

Worked on case
talked to doctor - Wnk alone

CID Meeting letters of condolence
(Nothing for baby Rayland)

Makes got condolence
Offered help - are you okay?

Suggestions

Chief Turner / Public Events

think he does not care

Code of Conduct

Needed a talking to ⇒ examples Affairs
in social media

Not used as effectively as promptly

Persistent for later

take sides / takes a long time

(14)

1/20/23

No fraternize - Cave

Lead by example

Competitive - matters to all

GO's time limits

90210 - NOT -

Focus on getting the job done first.

With all due respect.

* Seniority needs to mean something

Cars 2016

Hired on with tattoo

Patrick White

(Personal preferences)

(Uniforms)

(beard)

(cars)

(schedule)

Chief Turner -

Next Week

Feb 28 - 32

Dagge

Staffins hands in CID -

1/24/23

(21)

Non-Responsive

Non-Responsive

Captain Peters & Chief Turner

Trust issue - 2020

— should not put yourself down to help

Staff meeting - Payle

Investig 2nd round on homicide

need today or tomorrow

Short - # of cases -

Circle meeting

increase in money they

came back - over

Pay adjustment

12 in vest

500 cases

10 & 12 - 1

No 1991

94 - CID 2002

2007 - 24 CID

— Training - Leadership No Captains on
Patrol that have been in CID
(Quontra Jenkins) (Cava) →

(22)

1/25/23

- Lateral moves
- Training
- Policies & Procedures
- Review Files

Mitch

Anthill

Market Street Service

Growth Management Strategy

- Check up w/ Chief
- Educate vs enforcement

pro

Christopher Robinson

David Woody

Eric Hyder

Work on customer service

→ John Lewis

< Crisis manager >

(PS)

PR

Safely

MMP!

Pickles + Scott

Non-Responsive

- Check up w/ Chief
Educate vs enforcement

PR
Christopher Roberson
David Woody
Eric Hyder

PS
PR - Safety

Work on customer education

→ John Lewis
< Crisis manager >

MMP1

Pichler + Scott

Bridge Campus

Positions - Training
Social
SANE

Finner - ETSU Space & Ballard
(Call him)

ETSU Nurses Finner - Cobbley Ball

2

Training - In Service
Alert Training 4 days
child sex
vehicle - protest

{ Civilian
position
Need to
add }

Cleaver >
Glyden

Social Work
Sane
PIO
2

Internships >
num pi - for profession
(Blake) Chief Tom R

> RMS > }
heads up >
(Retirement)

(John Hanes)
(meets with
- Watson

(86)

2/22/23

Non-Responsive

Imagin - flow chart

Community - how they flow -

⇒ Flow chart - touch points - reports

things procedure

Subunits - different space -

Not under police department

→

6/26/23

Non-Responsive

Notes from
meeting w/
Daigle
6/26/23

Daigle - Some issues ~~pl~~ policies
training, perception is reality.

(30 to 40 pages) →

- policy - training - investigation.
- Rule B-6
- Daigle - Netflix

Non-Responsive

② 6/26/23

7 days

72 ~~hrs~~ hours

5 business days

Records request - manual and
firm with records to p. document records
technology - [relevant]
reprovisity -

open
not
records

inspiration - 16

Cancer over negativity -

11 steps - - John Amos -

Non-Responsive

Non-Responsive

6/29/23 (7)

Non-Responsive

- bias - gender bias
- Not interviewing suspect
- Not gathering evidence
- shredding evidence

7/10/23

historically

- moving forward

- record keeping
- moving forward
- training
- locate of interviews

- rape kits

closing investigations

⑧ 7/10/23

- reasons for cases - Turner was chief

- Corruption sparks, genetics

- Victims - not done right by them

- stuff - no leader ship - no fault
trans - trans - No incompetent.

(#15)

legal issues

Charges -

TIBTS

Opinion →

- Victims

{ talking points from - report
Victims

{ Police

What are we going to do now?

7/10/23 (8)

- reopened cases
- commitl to moving forward

release / Thursday Friday -

Why does it mean to rel.

DA - Wednesday >

Thursday & Friday > officer

7:30 CID

Tuesday

- Talking Point
- DA - Wed
- Outside - Tue or Wednesday
Council
- Council - one out

⑨ 7/11/23

Singular and incident
lawyers

10:30 Check In -

<Aug 8>

Audit - for just sexual assault
DoJ Investigation -

Met w/ Ben Portland

Not stop every protester

- I cannot speculate on why
- Not dealing with } Donald Ransfield }

(Go to war with Army (2023)
to just citizens' personal
trust) earns continued

7/11/23 (10)

Keep out side
Correct the Culture

As you

Bus - Law and Order

• Officers day to day

General Finney

Diaz Smith

CAC > ask question

positive
spin

Positive - implemented to change
shared portal

→ Training - University of
South Carolina

10% - 5 years
Blake

training - amend protocol

documentate of cult

Protocol

Positive spin on what

November

Exceptional [clearance
means

Cold case need to w -

One big part
is

< Protocol big deal

<

(11)

7/12/23

Patrol - Secure Scenarios
run stuff by him -

Alan Lewis - July 27

7 on call >

2 years > -

Brenda Downs - Night Clerk

DUI - Circuit - Magistrate

Appointment - Search Warrant

02 pm hour

Non-Responsive

(33)

8/1/23

Non-Responsive

General Finney - Samatha

Ray -

Prosecutor Zaid 3 weeks -

Angie Whitt - forensic interviewer

8/2/23

(34)

Expert - 1 to 2 days

Kids and witness interviewed
would like more space - blocked off -
full time officer - every day - person
there

Police officer

60,000

\$ 55,136 - 55,136

VIDA HAY

Same system that Solina Canty Hao

14 last year - No account examine
8 year before - room

20,000 paid employer w/ ETSU expert in
Child abuse

Need another room.

2 Full time forensic interviews in other
Courtroom -

Use them in present in way and
timely manner that DA needs

(35) 8/3/23

More experience

CIPIT Interviews 4x a month

Forensic Interviews

< 4 slots a day for interviews

July - Sept - 1 part time

Connor -

Ann - 2 days due to health reason

8 interviews

Jan -

15 hours a year - #1 training - Online -
1 out of office

peer review quarterly -

Connor - 2 part time 1 full time

4th - 8th, granter, knibbs,

8/3/23 (36)

CPS

Met education goals in the community
interviews and advocate go hand in hand

- \$90K VOCA - \$40 line

Advocate - /

Room → another interview room

400 more <sq> interview room /
property

- airlocks

Sense of safety > needs met →

5,000 SF Free Standing CPS colocation

Professional building →

Free standing

Line of credit - (friendly)
friendly - grandmothers spot
atmosphere

Family Justice Center - another center
(2 full interview - rooms) 2 adv. etc

(34)

8/3/23

Not falling on ~~8~~ 8 words

Special circuits unit

1st - sheriffs - Karl -

Cases - gone to trial

document -

Refused - master - strong - 15 minutes -

interview before hand

— law enforcement need to hear
with

Findings comparison

→ advocate - one interview

all do just one interview

advocate

Interview only do interviews

1 person full time >

Common full time >

Non-Responsive

(98)

10/11/23

TBI- FBI

Sex trafficking
Human Traffic
Assessment
K-D May 21
Gerald-Ray -

Non-Responsive

2/6/20
(65)

Non-Responsive

Our top priority is to care
Victims - appeal - lawyers

Advocate of
Accurate picture of what the city
city -

Not accurate picture - access to everything
Advocate -

Non-Responsive

(6)

Non-Responsive

6.20 cases - Debris

53 cases - reopen or follow up -
Child

5 child ab

6 statutory rape - consensual

5 child

4 sexual

3 force

3 sex effe

5 sex offenses -

number -

cleared 8 - 3 delete

- 8 de

21

14 I - closed

2/7/24
(67)

Closed as unfounded -
Incarcerated -

Cont. unfounded - not occurred

53 - 21 - No following

17 -
4 - Info A

Review
Info - only 2014

800 cases - info only -

53 first -

also claim only - info only

[53 first cases to look @

- take care of -

Misinfo

10 years > -

Frank

2/14/24

(72)

Finnery

Declaration

- True Bill

charter - is closed.

Cops in court

- 2 first - 3rd

< Duties and employees >

Amberline

- more complaints -

Student Union →

- English - tan

Search warrants →

difficult

Non-Responsive

2/23/24

(78)

Non-Responsive

info folder
(2004-2013) (800)
2014 - 2021 (600)
Inform only → 2007 -
Unsub
4 copies -
2 - external (1X5mm)
21 - do additional follow
(info A)

2/23/24

(79)

Austin TX 2018 SVU

875 (15 people)

Cases with sexual assault kits that
have not

Better informed

Advocate for victims

Non-Responsive

July 21, 2022

Thursday

July 2022

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

THURSDAY		Daily Task List
21		Arrange by: Due Date
<div> <div>← From Jul 18</div> <div>Tom Off</div> <div>To Jul 29 →</div> </div> <div> <div>← From Jul 19</div> <div>Vice-Mayor Fowler Out of Country</div> <div>To Jul 31 →</div> </div>		
7 AM	Non-Responsive	
8		
9		
10		
11		
12 PM		
1		
2		
3	Hold for meeting with Sunny , Joy and Keisha	
4	Non-Responsive	
5		
6		

August 3, 2022

August 2022

S

7/21/22 (89)

Major concern -A - lack of transparency

- Updates -
- suspend w/out pay - w/ pay

VictimsGoal

Out in the open

See face - acting as grievance

let them tell me

One or two listening sessions

- Aggravation
- history
- none

25 to -

Non-Responsive

August 3, 2022

Wednesday

August 2022

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2022

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

WEDNESDAY		Daily Task List
3		Arrange by: Due Date
Dustin Off (Vacation) To Aug 12 →		
7 ^{AM}		
8		
9		
10		
11	Non-Responsive	
12 ^{PM}		
1		
2		
Conference Call w/ Daigle; Sandos, Sunny		
3	Non-Responsive	
4		
5		
6		

8/3/22

(103)

- 1) Updates
 - 2) interview victims
-

Non-Responsive

January 19, 2023

Thursday

January 2023

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

THURSDAY

19

← From Jan 16 Martin Luther King Jr. Student Art Exhibition (McKinney CenTo Jan 20 →

7 ^{AM}	Non-Responsive
8	Non-Responsive
9	Non-Responsive
10	
11	
12 ^{PM}	
1	Non-Responsive
2	Non-Responsive
3	
4	
5	
6	

Daily Task List

Arrange by: Due Date

Notes

⑥ 1/19/23

Non-Responsive

Dagle

1) Documentation -

18-19-20 - Documents are horrible
fragmented

staffing?

general (Notes) came in reports - hold
done.late oct/nov - interviews, forensic
worst ever seenneed the rest of case file -
interviewsreally concerned about? sexual assault
rape investigate

[cannot get data]

not concerning cases -

- John victim interviews

"This is terrible" Case files
are damaging - pulling together
- lost in turnover -